

AGREEMENT BETWEEN
CITY OF MANCHESTER
AND
TEAMSTERS UNION LOCAL NO. 633 OF N.H.

Affiliated with the International Brotherhood of Teamsters

July 1, 2017 through June 30, 2019

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PREAMBLE

The purpose and intent of the City of Manchester and the Teamsters Union Local No. 633 entering into this Agreement is to promote orderly and peaceful relations between the City, the Airport and the organized employees in the Bargaining Unit included in the following Agreement to provide on behalf of the citizens of Manchester and the general public approved services in an effective and efficient manner.

ARTICLE I - RECOGNITION

1. DEFINITIONS:

"Department" refers to the Department of Aviation, City of Manchester.

"Management" refers to the Airport and the Airport Director or his/her designee.

"Union" refers to Teamsters Union Local No. 633 of N.H.

"Regular" employee refers to a permanent employee who has completed an initial probation period and is in a budgeted permanent position.

2. EXCLUSIVE REPRESENTATION:

The Department of Aviation recognizes Teamsters Union Local No. 633 of NH, as the sole and exclusive representative of all regular employees in the Bargaining Unit, for the purpose of collective bargaining for salaries, wages, benefits and such working conditions as are covered by this Agreement and which are not excluded from negotiations under RSA 273-A:1,XI.

3. BARGAINING UNIT:

(A) The Bargaining Unit shall include all regular full-time employees of the Department of Aviation except those excluded in the certification by the PELRB and those excluded under RSA 273-A:2.IX and RSA 273-A:8,II.

(B) The Bargaining Unit shall include Department of Aviation positions as follows: Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II, Dispatcher (Airport) and Inventory Specialist.

(C) The following positions are excluded from the Bargaining Unit: Accountant II, Accounting Specialist II, Accounting Technician, Administrative Assistant II, Administration Services Manager I, Airport Building Maintenance and Structure Superintendent, Airport Director, Deputy Airport Director, Airport Maintenance Superintendent, Airport Security Manager, Manager, Airport Operations and Facilities, Airport Security Supervisor, K-9 Supervisor, K-9 Handlers, Airport Operations Superintendent, Assistant Airport Directors, Assistant Airport Maintenance Superintendent, Customer Service Representative I, Equipment Maintenance Superintendent II, Financial Analyst, LAN Administrator and Marketing/Public Relations Specialist, Airport Maintenance Supervisor(s), Airport Security Specialist.

(D) In order to be eligible for fringe benefits provided under this agreement, regular full time employees must work at least twenty (20) hours per week.

(E) All Dispatchers (Airport) shall be certified by the Association of Public Safety Communication Office (APCO) or pre-approved other within six months (6) from the date of hire. The employer reserves the right to extend such deadline upon its discretion.

ARTICLE II - NON DISCRIMINATION

Non-Discrimination by the City:

The City and the Department covered by this Agreement agree not to discriminate in any way against employees covered by this Agreement on account of membership in the Union.

Non-Discrimination by the Union:

The Union Officers and members agree not to discriminate in any way against employees who are not members of the Union, or to bar employees from joining or remaining in the Union, except for non-payment of dues.

The City, the Departments covered by this Agreement and the Union agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, sex, age, or physical handicap, except where age or physical condition are bonafide qualifications for employment.

ARTICLE III - MAINTENANCE OF MEMBERSHIP

Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Union, and each employee who becomes a member of the bargaining unit and the Union after that date, shall continue his/her membership in the Union during the duration of this Agreement; provided, however, that an employee may at his/her discretion, and in writing, withdraw his/her membership from the Union anytime within twenty (20) calendar days prior to the anniversary date thereafter.

The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the anniversary date of the contract notifying employees of their right to withdraw from the Union.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

ARTICLE IV - RIGHTS OF EMPLOYEE REPRESENTATIVES

With the exception of processing and resolving grievances, negotiating contracts and discussing immediate safety hazards, the Union will not be allowed to transact any business on Department time. The Department Steward shall be allowed reasonable time for the handling of such grievances, provided such processing of grievances does not disrupt the normal operations of the Department.

The Steward shall ask the supervisor for permission to leave the job to investigate and adjust grievances, and such permission shall be granted without unreasonable delay, provided the job assignment is not of an emergency nature. It is further agreed that this provision shall be limited to periods of regular pay.

ARTICLE V - UNION DUES

Effective on the date of ratification of this Agreement, the Airport agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20th) day of the month.

No employee shall, as a condition of employment, be required to become a member of the Union. The Union agrees that it will not interfere with the rights of any or all non-members employed by the Airport.

As a condition of employment, any individual who is not a member of the Union shall, beginning with the first pay period following completion of the initial probationary period, have a financial objector fee equal to a percentage determined yearly by the Union auditors deducted from the employee's regular pay checks in lieu of dues to the extent permitted by applicable law. The employer shall pay such objector fee to the Union.

At no time will the City be required to deduct fines or assessments beyond the regular monthly dues or initiation fees. If any bargaining unit member has no check coming to him/her or if his/her check is not large enough to satisfy the dues, then no deduction will be made from that employee.

The Airport shall be held harmless in any dispute arising between the union and the employee for the payment of regular monthly dues and/or initiation fees.

The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

ARTICLE VI - MANAGEMENT'S RIGHTS

The direction of Department operations and the determination of the methods and the means by which such operations are to be conducted shall be the function of Management. All rights and responsibilities not specifically modified by this agreement shall remain the function of Management and in accordance with the provisions of RSA 273-A:1, XI.

ARTICLE VII - NO STRIKES OR LOCKOUTS

There shall be no strikes, work stoppages, concerted interference with normal operations, job actions or lockouts during the term of this Agreement.

The Union and its members agree that violation of this Article shall subject those in violation to disciplinary action, up to and including discharge.

Should any group of employees covered by this Agreement engage in a strike or any unlawful form of job action, the Union shall disavow any such unlawful action and shall take all reasonable means to induce such employees to terminate such illegal activity forthwith.

ARTICLE VIII - CONTRACTING AND SUBCONTRACTING OUT

The City recognizes the concern of the Union in regard to contracting or subcontracting work, which results in a reduction of the work force.

If the City or the Department changes its method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Department will give notice to the Union of its intention. Furthermore, the City will make every effort to absorb affected employees into other City positions. In those cases where employees are not absorbed into other City positions, the City and/or Department will provide as much advance notice of pending layoffs as reasonably possible.

ARTICLE IX - SENIORITY

There shall be two types of seniority:

- (.) Departmental Seniority.
- (.) Classification Seniority.

Departmental seniority shall be defined as the length of time the employee has been employed within the Department and shall be based on his/her date of hire.

Lay-off and recall from layoff shall be based upon Departmental seniority.

No employee shall displace another employee in any classification based solely on Departmental seniority, unless by virtue of lay-off.

Vacation selection shall be based on Department seniority.

Shift preference shall be based on Classification seniority within each of the five (5) classifications:

- (.) Field Crew – comprised of Airport Operations and Maintenance Specialist.
- (.) Building Maintenance – comprised of Airport Building Technicians
- (.) Airport Maintenance Workers I and II.
- (.) Mechanics – comprised of Equipment Mechanics II.
- (.) Communications – comprised of Airport Communications/Operations Specialists.

Employees who transfer or are promoted to another classification shall be placed at the bottom of the new classification seniority list and shall not be placed ahead of any employee then in the classification regardless of his/her Departmental seniority listing. New employees, hired on the same day, shall have their respective seniority determined by the drawing of lots.

Layoff Procedure:

The following shall apply to all bargaining unit employees:

- (.) The Airport shall have the sole right to determine employees to be laid-off within each classification.
- (.) Probationary employees shall be laid-off first.
- (.) Non-certified employees shall be laid-off secondly.
- (.) Regular/Certified employees shall be laid off last by seniority within their classification.

When a recall to work is necessary, each employee shall be recalled within his/her classification by seniority, that is, the most senior employee shall be recalled first within each classification.

Such notice of recall shall be delivered by hand or certified mail, postage prepaid, to the last address given to the employer by the employee.

If the employee fails to respond to such notice within ten (10) calendar days after receipt of such notice, the employer may then go to the next employee, in seniority order, for notice of recall.

Employees shall remain on the recall list for a period of twenty-four (24) months after the effective date of layoff unless:

- (.) Waives recall rights.
- (.) Resigns/Retires.
- (.) Fails to accept recall.
- (.) Fails to report after accepting recall within 14 calendar days after receipt of recall notice.

ARTICLE X - PROMOTIONS AND TRANSFERS

Management reserves and shall have the right to make promotions and transfers for positions included with the Bargaining Unit primarily on the basis of qualifications, ability and the performance of duty, but shall be governed by seniority where equal qualifications, ability and performance of duty, as determined by Management, have been demonstrated.

Bargaining Unit jobs to be filled through promotion shall be posted for a period of seven (7) working days.

Management shall make a determination of the filling of such posted position no later than thirty (30) working days after the close of the posting.

After an award is made of a promotion, the name of the person promoted shall be posted for five (5) working days following said award. Employees may file a grievance within five (5) working days of the date posted, in accordance with the Grievance Procedure.

Wherever possible, promotions shall be made from the ranks of regular employees who are employed by the Airport .

Employees who are absent during the entire posting period shall be automatically placed on the list for consideration for the position(s); provided, however, that such employees may, at his/her discretion, have his/her name removed from the list within five (5) work days of returning to work.

When a question as to the proper person having been chosen to fill any job arises and it cannot be resolved, it will be settled by using the Grievance Procedure.

Job posting shall include job specifications, rate of pay, job location, the shift, and also if the job is permanent with a permanent rating.

The above procedures shall be followed in all promotions, vacancies and transfers whether temporary or permanent.

ARTICLE XI - WAGE RATES

Effective July 1, 2017 the Salary Schedules shall be increased by two percent. (2%)

Effective July 1, 2018 the Salary Schedules shall be increased by two percent. (2%)

Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

Outstanding performance evaluation bonus payments will cease, effective on date of ratification.

Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City.

The longevity waiting periods (for employees hired prior to July 1, 2017), shall be 5-10-15-20-25-30-35-40 and 45 years of service. The 5 year longevity increase is eliminated for those employees hired on or after July 1, 2017. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.

Effective July 1, 2000, employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with mutually agreed provisions which shall be attached as a sidebar letter.

ARTICLE XII - SHIFT DIFFERENTIAL

Effective July 1, 2012 the shift differential for employees at the Airport shall be ten percent (10.0%).

Further, effective on the date of ratification, employees who are assigned to the day shift shall receive the shift differential for all additional hours worked, whenever they work four (4) hours or more, before or after, but not during their normal day shift hours.

ARTICLE XIII - DISCIPLINARY ACTION

The right of Management to discharge, suspend, or otherwise discipline in a fair and impartial manner is hereby acknowledged.

Written notice of an intent to discipline an employee shall be given to the employee and the Steward within five (5) working days after Management has knowledge of the alleged infraction.

The normal progression of discipline shall be:

- (.) Verbal warning.
- (.) Written warning.
- (.) Suspension.
- (.) Discharge.

Disciplinary action involving serious offenses need not proceed through the normal progression as listed above.

All disciplinary action taken against an employee, shall, upon request of the Union, be subject to the Grievance Procedure.

With the exception of sick leave use warnings (Art. XXX), verbal warnings/reprimands and written warnings/reprimands shall be removed from the employee's personnel file twenty-four (24) months after the date of the warning/reprimand, provided there are no similar infractions committed in the intervening period. Letters of suspension shall remain in the employee's permanent record.

ARTICLE XIV - GRIEVANCE PROCEDURE

Definitions:

A grievance is defined as a claim or dispute arising out of the application or interpretation of this agreement, under express provisions of this Agreement, and shall be processed in the following manner:

The Union and Management must resort to the use of the Grievance Procedure established herein; provided, however, that this shall not be construed as requiring the Union Steward to process a grievance which he/she considers to have insufficient or no merit.

Procedure:

A. Step I - Informal Level

Prior to the institution of any formal grievance, an employee must attempt to resolve the matter with his/her supervisor. Any adjustment reached at this informal level without the presence of a designated representative of the Union, shall not establish a precedent on either party.

B. Step II - Formal Grievance

Absent resolution at the informal Step I level, the grievant, with the assistance of his/her Shop Steward, must place the grievance in writing within five (5) working days of the occurrence giving rise to the grievance. Such grievance must be filed with the Airport Director or his/her designee, in detail, on grievance forms provided by the Union. Upon receipt of said grievance by the Airport Director or his/her designee, a meeting shall be called within five (5) working days between the grievant, the Shop Steward, the Airport Director and his/her designee and the Union Representative of Teamsters Local No. 633.

Subsequent to the above-mentioned meeting, the Airport Director or his/her designee must respond, in writing, as to the disposition of the grievance, within five (5) working days. Such response shall be given to the Shop Steward and copied to the Local Union.

If the resolution of the grievance is not reached by the parties, a pre-arbitration meeting shall be scheduled within five (5) days of receipt of the Step II response, by mutual agreement of the parties. The purpose of the meeting is to determine if the grievance can be resolved without arbitration.

C. Step III - Pre-Arbitration

The pre-arbitration panel shall consist of the City's Chief Negotiator, the Airport Director and/or his/her designee, the Union's Business Officer and/or his designee, the Shop Steward, and the grievant. A written response to the Union relative to the disposition of the grievance heard at pre-arbitration shall be rendered five (5) working days from the date of such pre-arbitration meeting. Failure to reach resolution at pre-arbitration shall, upon request of either party, allow for the grievance to proceed to arbitration. Either party may submit a written demand for arbitration, with a copy to the other party, to a mutually agreed - upon neutral dispute resolution agency under its rules or failing agreement, to the American Arbitration Association.

D. Step IV - Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have the flexibility to fashion a remedy to fit the violation, but his/her decision shall not go beyond what is necessary for the interpretation and application of the express provisions of the Agreement. The Arbitrator shall not substitute his/her judgment for that of the

parties in the exercise of rights granted or retained under this Agreement. The Arbitrator shall have no authority to render a decision which required the payment of retroactive wages or adjustments which extend prior to the date of the occurrence giving rise to the grievance. The decision of the Arbitrator shall be final and binding upon the parties as to the matter in dispute.

The party submitting a grievance to arbitration shall pay the total administration fee for the processing of such grievance. Each party shall make arrangements to pay the expenses of witnesses who are called by them. The expenses of the arbitrator shall be shared equally by the parties. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. Miscellaneous

Failure of the grievant and/or the Union to abide by the time limits set forth in this Article shall result in the grievance being dismissed without action being taken with respect to such grievance.

Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.

It is agreed that the time limits above may be extended by mutual, written agreement between the Airport Director and/or his/her designee and the Shop Steward and/or Local Union Representative.

The Airport Director and/or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article, by specifying to the Union, in writing, the specific name(s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Step III. If such a grievance is not filed within ten (10) working days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance will be considered waived.

ARTICLE XV - WORKDAY/WORKWEEK

The normal workweek shall run in five consecutive days, Sunday through Saturday, with two consecutive days off.

There shall be three shifts in each normal workday:

- a. Day Shift (1st Shift) 7:30 AM to 4:00 PM with a one-half (1/2) hour unpaid lunch.

b. Evening Shift (2nd Shift) 3:30 PM to 12:00 midnight with a one - half (1/2) hour unpaid lunch.

c. Night Shift (3rd Shift) 11:30 PM to 8:00 AM with a one-half (1/2) hour unpaid lunch.

Dispatcher Schedule: Eight (8) hour shifts:

a. Day Shift (First) 8:00 a.m. to 4:00 p.m.
Sunday through Thursday
Tuesday through Saturday

b. Evening Shift (Second) 4:00 p.m. 12:00 midnight
Sunday through Thursday
Tuesday through Saturday

c. Night Shift (Third) 12:00 Midnight to 8:00 a.m.
Sunday through Thursday
Tuesday through Saturday

BREAK PERIODS

The present practice with respect to break periods at the Airport shall be continued. That is, each employee shall be entitled to two (2) fifteen (15) minute break periods within the eight (8) hour shift.

LUNCH PERIODS

With the exception of dispatchers, employees shall receive a one-half hour unpaid lunch and two (2) fifteen (15) minute paid breaks in the regular workday.

In the event the employees are unable to receive their one-half hour lunch period or two (2) fifteen (15) minute breaks due to snow emergencies, or other emergencies such as breakdown of equipment, power failures, or Acts of God, such lunch period shall be considered as time worked and, as such, shall be compensated at the appropriate rate.

WORK BEYOND REGULAR SHIFT

When an employee is required to work beyond his regular shift, he shall be entitled to one (1) fifteen (15) minute paid break, subject to the operational needs of the airport.

Those employees required to work four (4) hours beyond the completion of their regular shift shall be entitled to a one half (1/2) hour paid lunch period at the completion of four (4) hours overtime, subject to the operational needs of the airport.

Those employees who work in excess of twelve (12) hours shall be entitled to a second fifteen (15) minute paid break at the completion of fourteen (14) consecutive hours, subject to the operational needs of the airport.

Those employees who work in excess of sixteen (16) consecutive hours shall receive an additional one half (1/2) hour paid lunch, subject to the operational needs of the airport.

Dispatchers who are required to work beyond the end of their eight (8) hour shifts shall receive an additional fifteen (15) minute paid a break, at the completion of each two (2) hours of overtime provided the dispatcher is required to continue to work beyond the two (2) hour period of scheduled or assigned overtime.

Any employee who does not receive his paid breaks or lunch periods as a result of the operational needs of the airport shall be compensated for same at the applicable rate of pay, in addition to his hours worked.

The schedules for land-side employees shall be five (5) consecutive days on the shift they bid for. Such schedule shall remain unchanged subsequent to semi-annual shift bidding unless the Union receives a two (2) week written notice to the intent to change the shift start times. The two (2) week notice may be waived in cases of emergencies or special projects of an unforeseen nature in which case the Union will be notified as soon as possible.

ARTICLE XVI - SHIFT PREFERENCE

Shift preference shall be applicable to all regular/certified employees, and shall be bid semi-annually by seniority within each classification, in April and November of each year.

New employees hired by the City may be assigned to any shift for their certification period but shall not be assigned to the shift for a period of more than nine (9) months for certification purposes, unless agreeable to by both Management and the Union.

Upon certification, all new employees shall be assigned to either the second shift (evening) or the third shift (night) in their respective classifications, if more senior employees desire the day shift.

Shift complements shall be determined by Management.

ARTICLE XVII - OVERTIME

All hours worked in excess of eight (8) hours per day shall be paid at the rate of time and one-half.

All hours worked in excess of forty (40) hours per week shall be paid at the rate of time and one-half.

Employees shall be paid double time for all hours worked in excess of sixteen (16) consecutive hours as the result of snow or other emergencies as determined by the Airport Director.

When the employee is relieved from duty during emergencies prior to the completion of his/her regular shift, the employee shall be compensated at one and one-half times his/her regular rate upon recall to work in advance of his next regular shift.

Paid holidays, vacation time, personal days, and sick time taken during the workweek shall not count in the computation of the determination of the forty-hour-week.

Effect of holidays, vacation time, sick time and personal days on work week. When a holiday, vacation time, sick time or personal day is observed during any employee's work week, such time will have the effect of reducing the work week by each hour or each day observed for the purpose of complying with the overtime provisions for payment at the overtime rate for work performed beyond the normal work week.

Compensation for work performed on holidays, employees who are required to perform work or to render services on one of the holidays shall be compensated therefore as follows:

Any employee in this labor and trades group shall receive their regular pay for the holiday plus payment at time and one-half their regular rate of pay for all hours worked on a holiday.

Forfeiture of holiday pay. Any employee shall forfeit his right to payment for any holiday if he has an unexcused absence on the last regular work day preceding such holiday or on the next regular work day following such holiday.

Any person who has left their place of employment and is recalled to work prior to the next normal shift will be paid for a minimum of three (3) hours at the rate of time and one-half; provided, further, that an employee who is called back for overtime or emergency work and who completes the required task and returns to his/her residence within the three (3) hour minimum guarantee may be called back for additional emergency or overtime without an additional three (3) hours minimum work guarantee. It is the purpose and intent of this section to assure an employee of at least three (3) hours of pay at over-time rates for the inconvenience of being called back to work between the normal shifts, but not to be separately paid for several callbacks within the three (3) hour minimum guarantee period.

Any employee who is called in immediately prior to the start of his/her normal shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outlined in the previous subsection of this section.

Management may schedule employees to start their next day's shift at a time earlier than the regular time without extra compensation under the call-back provision of this

section, provided such change in schedule is made prior to the completion of the shift the preceding day.

No temporary or seasonal employees shall be assigned to overtime work normally performed by regular employees until all regular employees; in the classification which customarily performs the work have had the opportunity for such assignment. During winter operations and other emergencies, temporary and seasonal employees may work overtime as long as regular employees are provided with the first opportunities for the hours.

Overtime work which is scheduled in advance or which requires employees to be called in for unscheduled work shall be assigned first, on a rotating basis, among all qualified employees, by seniority, within the classification.

If the required overtime demands an additional number of employees be assigned then such assignment shall be made by seniority amongst the qualified employees within the classification.

If Management is unable to staff due to lack of qualified volunteers within a classification, then the least senior qualified employee within that classification shall be required to work, unless he has a valid excuse, acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Overtime work required beyond the employee's regular shift shall first be offered to the employee/employees then performing the specific function giving rise to the need for such overtime. Should the employee/employees performing the job decline the overtime it shall be offered to the most senior qualified employee/employees within the classification on that shift. If no qualified employee on that shift will accept the overtime then the least senior qualified employee on that shift shall be required to work, unless he has a valid excuse acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Management shall give as much advance notice as possible in the notification of scheduled overtime.

ARTICLE XVIII - EMERGENCY WORK

The responsibility of employees to make themselves available during periods of emergency is hereby recognized.

When an employee responds to an emergency situation and, as a result of hours worked and/or physical exhaustion, such employee is relieved from working his/her normal work schedule, and said employee is subsequently scheduled to work on his/her normal day off, such work shall be paid for at the applicable overtime rate.

If an employee is called in to work due to an emergency situation, while on vacation, such employee shall be compensated at the rate of time and one-half for all hours

worked. Employees who are on vacation and are unavailable or cannot be contacted by the Employer shall not be disciplined for failure to respond to an emergency.

Deliberate refusal to respond to such emergency situations without justification may result in disciplinary action.

If an employee responds to the emergency situation while on vacation, he/she shall receive an equal amount of days or days worked, while on vacation at a subsequent date, mutually agreeable to the employee and Management. (Such time shall be unpaid.)

Such "Comp-Time" shall be taken within the same calendar year in which the emergency condition occurred.

ARTICLE XIX - PLUS RATES

In any case when an employee is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such employee shall receive the entrance rate of that class or one rate step above his present rate, whichever is higher, while so assigned, subject to the approval of the City's personnel director or personnel committee. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one workday. An employee may be temporarily assigned to the work of any position of the same or lower class grade without change in pay. In those cases when an hourly rated employee is assigned to temporarily serve in a higher level salaried position then such hourly rated employees shall be granted a plus rate in accordance with this section if the assignment is for one full work day or longer.

ARTICLE XX - HOSPITAL/MEDICAL COVERAGE

Effective July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two-person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium.

Effective July 1, 2017 the employee contribution to their health insurance premiums will increase by two and one half percent (2.5%). Thus an employee paying fifteen percent (15%) to their contribution would pay seventeen and one half percent (17.5%). All employees already paying twenty percent (20%) would remain at twenty percent (20%).

The following co-pays will apply to both the BlueChoice New England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoice New England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2017 for Bargaining unit members availing themselves of this option the City shall pay 87.5% of the premium. Bargaining unit members will be charged on the basis of a single, two person, or family plan irrespective of the single, two person or family plan designation in the plan itself.

To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears, will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

Effective July 1, 2003 all employees shall be required to pay the employee share of the health and dental insurance premiums as specified in the collective bargaining agreement.

It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in overall benefits.

Effective July 1, 1999 or date of ratification whichever occurs later, bargaining unit members who enroll in the Northeast Delta Dental Plan, Coverage C will have eighty-five percent (85%) of the premium paid by the City. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00.

The provisions of this Article (XX) which have been changed will lapse on June 30, 2004 if any other union, with an agreement that expired on June 30, 2002 and which participated in the Collaborative Bargaining, receives health/dental benefit changes which are better than the changes contained in this Agreement. In such case, such better benefit changes will apply to the bargaining unit members, under the same terms and conditions, effective July 1, 2004 and they will continue until different benefits are negotiated and agreed.

ARTICLE XXI - LIFE INSURANCE

Effective September 1, 1999, or date of ratification, whichever is later, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the Bargaining Unit who dies as a result of sickness or injury while employed by the city.

The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE XXII - EDUCATION INCENTIVE REIMBURSEMENT

The City agrees to provide reimbursement to employees who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses, but not to exceed \$1050.00 per employee in a fiscal year and not to exceed the total budgeted amount per fiscal year of \$3000.00 for this program. Effective on the date of ratification, the total amount shall increase to \$6,000.00 per fiscal year.

Courses must be approved in advance by the Airport Director or his/her designee as meeting the requirement that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the City's Personnel

Department of payment of the course. A procedure will be established to effectuate these payments.

Once a course has been approved as meeting the requirement an advance will be made to the employee of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the course reimbursement will be paid to the employee upon presentation of a certificate of satisfactory completion of the course.

Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available.

If a course is paid for in whole or in part through a Federal or State program then the City will not reimburse for such amount, it being the intent of this section to eliminate double payment of any course.

Commercial Drivers Licenses (CDL)

Effective on date of ratification of this Agreement, the Airport or the City of Manchester, N.H. shall pay for all Commercial Drivers Licenses (CDL) as required of the employees of the Airport.

ARTICLE XXIII - LEAVE OF ABSENCE

In addition to other leaves authorized by this Agreement, the Airport Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed then (10) work days in a calendar year.

The board of mayor and aldermen may authorize special leaves of absence with or without pay for any period or periods not to exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Aviation Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidating a business, serving on a jury and attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

ARTICLE XXIV - MILITARY LEAVE

Shall be governed by applicable State and Federal law.

ARTICLE XXV - MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

ARTICLE XXVI - BEREAVEMENT LEAVE

Bereavement Leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to a permanent full-time employee who works at least half-time in the event of the death of his/her:

Spouse	Sister
Father	Brother
Mother	Child
Father-in-Law	Mother-in-Law
Daughter-in-Law	Son-in-Law

or a blood relative or ward residing in the same household.

Permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall be eligible for bereavement leave on the same basis as permanent full-time employees.

Under extenuating circumstances, two (2) additional days with pay may be granted under Section 1, with the written approval of the Aviation Director or his/her designee; such days to be charged to the employee's accrued sick leave.

At the request of the employee, a Special Leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her:

Grandmother	Sister-in-Law	Brother-in-Law
Grandfather	Aunt	Great Grandparents
Grandchild	Uncle	

Ex-spouse (provided there are minor children at the time of the death.) (of employee only)

Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE XXVII - JURY DUTY

Any bargaining unit member who is called for jury duty shall notify the Airport Director or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Airport Director or his/her designee must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the

amount of straight time earning lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Airport Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

ARTICLE XXVIII - HOLIDAYS

Permanent full-time employees and permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

Any employee shall forfeit his/her right to payment of any holiday if he/she has an unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

Eligible employees who are required to work on a holiday (or the alternative day under section 2, above) shall be paid in accordance with Article XVII, Overtime.

An employee who has a regularly scheduled day off on a holiday that falls on a Monday shall use Tuesday as the holiday as well as an employee who has a regularly scheduled day off on a holiday that falls on a Friday shall use the preceding Thursday as the holiday.

ARTICLE XXIX - VACATIONS

Effective July 1, 2012 all bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- (.) Accrual rate for two (2) calendar weeks begins on date of hire.
- (.) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- (.) Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- (.) Accrual rate of six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Personnel Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time, to a maximum of fifty (50) days, based upon their then current rate of pay.

No employees shall be permitted to accrue in excess of two (2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than twenty (20) days earned vacation to their credit at any one time.

Maximum vacation accrual. Effective July 1, 2012 no employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation time, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time; employees who earn twenty five (25) days of vacation per year shall have no more than fifty (50) days earned vacation to his/her credit at any time. In no event shall an employee be allowed to accrue no more than fifty (50) days of vacation time.

Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Airport Director or his/her designee, be charged against earned vacation leave allowance.

Vacation schedules shall be posted by Management in January of each year and vacation selections shall be completed by March 1st of each year.

Upon completion of the vacation schedule, the list will be reviewed by the Airport Director and the Union Steward for approval.

The right to take vacation shall not be unreasonably withheld, however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees shall be allowed to select one (1) week of paid vacation in not less than single day increments. Those employees wishing to designate one (1) week vacation as described above shall indicate that desire annually in January. Notice of a desire to take a single day of vacation shall be given not less than five (5) working days in advance of the date to be taken off. Not more than one (1) single day shall be utilized in any workweek. Management shall not unreasonably withhold the request for single days of vacation and the denial of such requests shall be based solely on the operational needs of the department.

ARTICLE XXX - SICK LEAVE ACCRUAL AND PAYMENT

All employees of the Department of Aviation who have satisfactorily completed six (6) months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1-1/4) work days with pay for each completed month of service. Accrual shall include the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred and five (105) workdays. Effective July 1, 1999 or date of ratification, whichever is later, the maximum sick leave accrual shall be one hundred twenty days (120) days.

Any employee eligible for sick leave with pay may use such sick leave, for absence due to his or her illness, injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the exposure to contagious disease.

Employees shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Employer. In case of chronic absenteeism or if the Airport Director has reason to believe that an employee is abusing his/her sick leave, he shall give a written warning. If the abuse continues, the Airport Director may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the employee's sick leave record for twelve (12) months, the written warning shall be removed from the employee's record.

When a member of the Bargaining Unit terminates his/her employment with the City of Manchester due to death, paid retirement or duty disability retirement all accrued sick leave up to a maximum of eighty days (sixteen weeks) shall be payable to the employee or the designated beneficiary.

Effective upon the date of ratification of this Agreement, such payment for accrued sick leave shall not exceed eighty (80) days of regular pay plus payment of one-quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay; provided however, employees hired after the date of ratification shall be limited to payment for accrued sick leave not to exceed sixty (60) days, plus payment of one-quarter of the balance over sixty (60) days, but not more than one hundred twenty (120) days.

ARTICLE XXXI - SICK LEAVE BANK

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations. Decisions of the Non-Affiliated Sick Leave Bank shall not be grievable.

ARTICLE XXXII - SAFETY

The Department shall have the right to make regulations for the safety and health of its employees during their hours of employment. Representatives of the Department and the Union may meet once in ninety (90) days at the request of either party, to discuss such regulations. The Union agrees that its members who are employees of the Department will comply with the Department's rules and regulations relating to safety.

The Bargaining Unit members agree to exercise proper care and to be responsible for all department property issued or entrusted to them during their working hours.

Initial personal protective equipment shall be provided to an individual as required to perform those duties specific to each job classification. No employee shall be required to wear the personal safety or protective equipment of another employee, i.e., boots, chaps, helmets, safety glasses or personal hearing equipment.

Personnel classified as; Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II, and Inventory Specialist are required to maintain the safety equipment utilizing their allotted tool allowance. The equipment must be maintained in satisfactory condition or replaced in sufficient quantities. Personnel safety equipment may be verified annually.

Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists must maintain the following minimum safety equipment:

- Forestry Helmet System – Steel face screen and hearing protectors (STIHL #886-0100 or approved equal)
- Hard Hat System – P.E.T.G. Clear face shield and hearing protectors (STIHL #884-0175 or approved equal)
- Respirator – (Paper) Non-Mechanical

- Chainsaw Chaps
- Hand Protection – Normal Gloves
- Hearing Protection – Over the Ears
- Eye Protection – Safety Glasses
- Eye Protection – Safety Goggles
- Foot Protection – Rubber Boots
- Safety Boot that complies with ASTM Standards.

Airport Building Technicians, Equipment Mechanic II, and Inventory Specialist must maintain the following minimum safety equipment:

- Hard Hat System – P.E.T.G. Clear face shield and hearing protectors (STIHL #884-0175 or approved equal)
- Respirator – (Paper) Non-Mechanical
- Hand Protection – Normal Gloves
- Hearing Protection – Over the Ears
- Eye Protection – Safety Glasses
- Eye Protection – Safety Goggles
- Foot Protection – Rubber Boots
- Safety Boot that complies with ASTM Standards.

When safe storage space is provided by the Department, employees shall be responsible for replacing articles issued to them.

Management agrees to furnish high visibility rain gear for all employees for whom such issue is necessary. Management may furnish gloves, special clothing, safety vests and safety helmets as needed for the health and safety of its employees. The employees agree to exercise due care in the use of such items. All replacements of previous issue shall be made only when an article is turned in or exchanged for the one issued.

The parties agree that there shall be a jointly-staffed safety committee comprised of a minimum of two (2) members of management and two (2) members of the Union. The committee shall be comprised of an equal number of Union and management representatives.

The Union Business Agent shall appoint the Union representatives to the safety committee.

The Airport Director or Designee shall appoint the Airport representatives to the committee.

The committee shall meet not less than quarterly at the Airport, or at a site mutually agreeable to the parties.

The committee shall be “advisory only” and, as such, shall not have the right or ability to change or modify any language contained in the collective bargaining agreement.

Effective on the date of ratification of this Agreement, the City agrees to provide

one pair of prescription safety glasses in each calendar year to all employees covered by this collective bargaining agreement. Each employee shall be reimbursed up to \$350 towards the total cost of such prescription safety glasses upon receipt of purchase documentation.

The City is not obligated to replace or repair lost, stolen or broken prescription safety glasses

ARTICLE XXXIII – BULLETIN BOARD

Space shall be provided by Management for the posting of official Union notices.

No Union notice shall be posted on the City's property other than on such space provided for the posting of such Union notices.

The Union agrees not to post any notice that is derogatory in nature. The Union will provide a copy of all notices to be posted to Management prior to posting.

ARTICLE XXXIV – STABILITY OF AGREEMENT

Should any article, section, or portion thereof, of this Agreement be declared invalid because it is in conflict with a Federal or State Law or Regulation or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, sections, or portion thereof, specified in the decision.

The parties to this Agreement agree to meet to negotiate only on the specific article or section, or portion thereof, which has been declared invalid or unenforceable, but neither party is required to make any concession in order to reach agreement on the specific article or section in question.

ARTICLE XXXV – UNIFORMS

The Department will continue to supply uniforms, etc. as it has in the past. . The Department agrees to provide and clean the official uniforms, which employees will wear. Personnel supplied uniforms shall be responsible to maintain all garments in a condition suitable for use. Those individuals issued may be obligated to cover any charges incurred for lost garments or garments that are unaccounted for upon termination of employment, or termination of the uniform contract.

Effective on July 1, 2007, the boot allowance will be increased to \$150.00 per fiscal year, upon presentation of receipts for replacement safety boots that comply with current and applicable ASTM standards. The work boot shall be considered part of an employee's uniform and be worn at all times during work. Work boots or safety shoes must extend above and protect the ankle area, sneakers are not approved.

Tool Allowance – Effective on the date of ratification, the Department will reimburse bargaining unit members, excluding the positions of Airport Dispatcher, up to four hundred dollars (\$400.00) per fiscal year upon presentation of receipts, for pre-approved tools, including power tools and required safety equipment that will be utilized in the performance of the job.

Due to the nature of the position, Airport Dispatchers are not eligible for tool allowances, safety boot allowances and/or prescription safety glasses.

The position of Inventory Specialist requires fewer tools and personal protective equipment, therefore, the allowance for this position is \$200.00 per year. The Inventory Specialist is eligible for prescription safety glasses reimbursement of up to \$350.00 per year.

Further, effective on the date of ratification, the Department will reimburse bargaining unit members, in an aggregate amount, not to exceed five thousand dollars (\$5,000.00) per fiscal year, for special pre-approved tools which will belong to and remain in the Airport.

APPEARANCE XXXVI

Employees are required to report for duty in clean and complete airport provided uniforms.

Employees who select to grow facial hair must maintain a professional appearance. Facial hair will be trimmed and well groomed.

Compensation Time XXXVII

The following outlines the procedures to be followed in establishing a comp time program for Airport Operations, Building Maintenance and Dispatch personnel.

- (•) The accrual and use of comp time is voluntary and not required to be used in lieu of regular overtime.
- (•) Comp time may be accrued from November 15th through April 15th of each year and must be used between April 16th and November 14th. Comp time is not usable November 15th through April 15th.
- (•) Personnel may accrue up to 80 hours (maximum) of comp time each winter season.
- (•) Comp time will be accrued and used in multiples of eight (8) hours, other than remaining yearly balance.

- (•) Employees working eight (8) hours of time and one-half shall be credited with twelve (12) hours of comp time.
- (•) Employees working eight (8) hours of double time shall be credited with sixteen (16) hours of comp time.
- (•) On November 15th of each year, all comp time accruals will be set back to zero (0). Comp hours cannot be carried over into the next season. Every attempt will be made to use accrued comp time prior to November 14th.
- (•) Comp time will be managed by an Airport Supervisor.
- (•) Comp time requests and approvals will be made in writing following the same guidelines used in vacation scheduling, i.e. - minimum five (5) day prior request, approval by seniority, etc.
- (•) Use of comp time will be granted based on the Airport's operational needs.
- (•) Comp time earned before termination of the agreement must be used 'not later than November 14th of the year of termination.
- (•) The comp time option is available to regular permanent full time employees only.
- (•) The ability to accrue and use comp time will only be available to those employees that have used 48 hours or less sick time between January 1st and November 15th.
- (•) Employee will forgo unused comp time if terminated or otherwise leaves employment.
- (•) All issues will be resolved through the employee's immediate supervisor and Union steward.
- (•) Unresolved comp time issues may be appealed to the Airport Director and the Local Union President. The decision of the Director and President shall be final and shall not be subject to the Grievance and Arbitration Procedure.

ARTICLE XXXIII – TRAVEL ALLOWANCE

Travel allowance shall be subject to City Ordinances.

ARTICLE XXXIX- CONSULTATION

A representative of the Union may meet with the Airport Director or his/her designee, once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this Agreement. If there is to be a meeting, a written agenda shall be submitted by the Airport Director to the Union or his/her designee, no less than five days before the scheduled meeting. At the discretion of the Union, additional matters for discussion may be placed on the agenda. Nothing contained herein shall prevent the Airport Director, or his/her designee, and the Union from meeting on a less frequent basis on mutual agreement.

Nothing contained herein shall prevent the Union from consulting with the Airport Director or his/her designee at any time, if matters of mutual concern arise of an urgent or emergency nature.

ARTICLE XXXX – EMPLOYEES INJURED IN LINE OF DUTY

The parties agree to be bound by Section 18-47 of the City Ordinances, entitled, “Employees Injured in the Line of Duty”, as it may be amended from time to time.

ARTICLE XXXXI- EFFECT OF AGREEMENT

This instrument constitutes the entire Agreement of the City and the Union, arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced in writing and signed by the parties.

ARTICLE XXXXII - DURATION AND TERMINATION

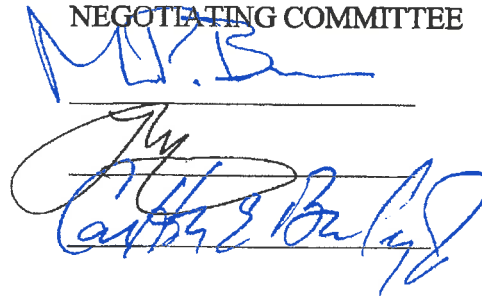
This agreement shall be in full force and effect from July 1, 2017 to and including June 30, 2019 or until such time that either party serves written notice on the other party that changes are desired therein or that it desires to terminate the agreement.

This agreement is formally agreed to and signed this date: _____

TEAMSTERS LOCAL 633 OF NH



CITY OF MANCHESTER
NEGOTIATING COMMITTEE



CITY OF MANCHESTER, NEW HAMPSHIRE AIRPORT UNION PAY SCHEDULE - (FY2018) - 2%

GRADE	2018 STEP 1	2018 STEP 2	2018 STEP 3	2018 STEP 4	2018 STEP 5	2018 STEP 6	2018 STEP 7	2018 STEP 8	2018 STEP 9	2018 STEP 10	2018 STEP 11	2018 STEP 12	2018 STEP 13
GRADE 1 Ex H O	14,901.29 7.24 10.860	15,348.36 7.45 11.175	15,808.78 7.67 11.505	16,283.07 7.93 11.895	16,771.56 8.15 12.225	17,274.70 8.37 12.555	17,792.95 8.64 12.960	18,326.73 8.90 13.350	18,876.53 9.17 13.755	19,442.82 9.45 14.175	20,026.13 9.72 14.580	20,626.92 10.03 15.045	21,245.72 10.33 15.495
GRADE 1A Ex H O	15,422.86 7.42 11.130	15,885.55 7.63 11.445	16,362.08 7.87 11.805	16,852.98 8.11 12.165	17,358.55 8.35 12.525	17,879.29 8.59 12.885	18,415.71 8.86 13.290	18,968.18 9.14 13.710	19,537.23 9.38 14.070	20,123.33 9.66 14.490	20,727.03 9.97 14.955	21,348.86 10.28 15.420	21,989.30 10.57 15.855
GRADE 2 Ex H O	15,944.40 7.64 11.460	16,422.71 7.92 11.880	16,915.44 8.13 12.195	17,422.89 8.37 12.555	17,945.58 8.63 12.945	18,483.95 8.89 13.335	19,038.42 9.18 13.770	19,609.58 9.45 14.175	20,197.90 9.72 14.580	20,803.82 10.03 15.045	21,427.95 10.33 15.495	22,070.78 10.63 15.945	22,732.91 10.95 16.425
GRADE 2A Ex H O	16,502.46 7.97 11.955	16,997.54 8.18 12.270	17,507.45 8.43 12.645	18,032.67 8.67 13.005	18,573.66 8.95 13.425	19,130.84 9.21 13.815	19,704.78 9.48 14.220	20,295.94 9.75 14.625	20,904.83 10.06 15.090	21,531.95 10.36 15.540	22,177.92 10.66 15.990	22,843.27 11.01 16.515	23,528.57 11.32 16.980
GRADE 3 Ex H O	17,060.50 8.21 12.315	17,572.31 8.45 12.675	18,099.50 8.70 13.050	18,642.50 8.99 13.485	19,201.74 9.24 13.860	19,777.80 9.52 14.280	20,371.14 9.79 14.685	20,982.29 10.10 15.150	21,611.77 10.40 15.600	22,260.10 10.69 16.035	22,927.92 11.05 16.575	23,615.72 11.37 17.055	24,324.21 11.70 17.550
GRADE 3A Ex H O	17,657.62 8.48 12.720	18,187.34 8.73 13.095	18,732.99 9.02 13.530	19,294.97 9.28 13.920	19,873.83 9.56 14.340	20,470.01 9.84 14.760	21,084.12 10.16 15.240	21,716.65 10.46 15.690	22,368.16 10.74 16.110	23,039.21 11.10 16.650	23,730.39 11.42 17.130	24,442.30 11.76 17.640	25,175.56 12.14 18.210
GRADE 4 Ex H O	18,254.74 8.79 13.185	18,802.39 9.08 13.620	19,366.45 9.32 13.980	19,947.45 9.61 14.415	20,545.87 9.89 14.835	21,162.24 10.20 15.300	21,797.13 10.50 15.750	22,451.02 10.78 16.170	23,124.56 11.14 16.710	23,818.31 11.49 17.235	24,532.86 11.80 17.700	25,268.83 12.19 18.285	26,026.91 12.54 18.810
GRADE 4A Ex H O	18,893.67 9.09 13.635	19,460.46 9.36 14.040	20,044.30 9.64 14.460	20,645.63 9.92 14.880	21,265.00 10.25 15.375	21,902.94 10.53 15.795	22,560.02 10.86 16.290	23,236.80 11.18 16.770	23,933.93 11.53 17.295	24,651.93 11.87 17.805	25,391.47 12.23 18.345	26,153.24 12.60 18.900	26,937.84 12.95 19.425
GRADE 5 Ex H O	19,532.57 9.40 14.100	20,118.53 9.67 14.505	20,722.13 9.97 14.955	21,343.78 10.28 15.420	21,984.08 10.57 15.855	22,643.62 10.90 16.350	23,322.91 11.22 16.830	24,022.62 11.56 17.340	24,743.29 11.90 17.850	25,485.57 12.26 18.390	26,250.15 12.63 18.945	27,037.65 12.99 19.485	27,848.79 13.40 20.100
GRADE 5A Ex H O	20,216.22 9.71 14.565	20,822.69 10.04 15.060	21,447.38 10.34 15.510	22,090.81 10.64 15.960	22,753.53 10.98 16.470	23,436.13 11.30 16.950	24,139.24 11.63 17.445	24,863.41 11.97 17.955	25,609.30 12.34 18.510	26,377.58 12.72 19.080	27,168.91 13.10 19.650	27,983.97 13.48 20.220	28,823.50 13.88 20.820
GRADE 6 Ex H O	20,899.84 10.07 15.105	21,526.85 10.38 15.570	22,172.66 10.67 16.005	22,837.83 11.02 16.530	23,522.95 11.33 16.995	24,228.66 11.66 17.490	24,955.54 12.01 18.015	25,704.21 12.37 18.555	26,475.31 12.75 19.125	27,269.59 13.13 19.695	28,087.66 13.52 20.280	28,930.30 13.94 20.910	29,798.19 14.34 21.510
GRADE 6A Ex H O	21,631.35 10.40 15.600	22,280.30 10.70 16.050	22,948.69 11.06 16.590	23,637.15 11.38 17.070	24,346.30 11.72 17.580	25,076.67 12.08 18.120	25,828.98 12.43 18.645	26,603.83 12.80 19.200	27,401.93 13.20 19.800	28,224.01 13.58 20.370	29,070.75 14.00 21.000	29,942.84 14.40 21.600	30,841.14 14.83 22.245
GRADE 7 Ex H O	22,362.85 10.73 16.095	23,033.74 11.09 16.635	23,724.75 11.42 17.130	24,436.50 11.76 17.640	25,169.58 12.13 18.195	25,924.30 12.48 18.720	26,702.42 12.84 19.260	27,503.46 13.24 19.860	28,328.58 13.62 20.430	29,178.45 14.07 21.105	30,053.80 14.47 21.705	30,955.41 14.90 22.350	31,884.06 15.36 23.040

CITY OF MANCHESTER, NEW HAMPSHIRE AIRPORT UNION PAY SCHEDULE - (FY2018) - 2%

GRADE	2018												
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 7A Ex (6EA) H O	23,145.55 11.13 16.695	23,839.93 11.49 17.235	24,555.11 11.80 17.700	25,291.76 12.19 18.285	26,050.51 12.55 18.825	26,832.01 12.91 19.365	27,637.01 13.32 19.980	28,466.10 13.70 20.550	29,320.09 14.12 21.180	30,199.68 14.55 21.825	31,105.69 14.97 22.455	32,038.88 15.42 23.130	33,000.02 15.86 23.790
	23,928.26 11.52 17.280	24,646.10 11.86 17.790	25,385.48 12.22 18.330	26,147.05 12.59 18.885	26,931.47 12.94 19.410	27,739.41 13.35 20.025	28,571.58 13.74 20.610	29,428.73 14.16 21.240	30,311.60 14.59 21.885	31,220.96 15.02 22.530	32,157.55 15.48 23.220	33,122.32 15.91 23.865	34,115.95 16.43 24.645
	24,765.72 11.89 17.835	25,508.72 12.25 18.375	26,273.97 12.63 18.945	27,062.19 12.99 19.485	27,874.06 13.41 20.115	28,710.30 13.79 20.685	29,571.57 14.23 21.345	30,458.74 14.65 21.975	31,372.50 15.10 22.650	32,313.66 15.54 23.310	33,283.09 16.00 24.000	34,281.58 16.50 24.750	35,310.05 16.97 25.455
GRADE 9 Ex (6G0) H O	25,603.24 12.31 18.465	26,371.35 12.71 19.065	27,162.48 13.09 19.635	27,977.34 13.47 20.205	28,816.67 13.87 20.805	29,681.14 14.30 21.450	30,571.58 14.72 22.080	31,488.74 15.18 22.770	32,433.41 15.64 23.460	33,406.41 16.12 24.180	34,408.59 16.60 24.900	35,440.86 17.09 25.635	36,504.08 17.61 26.415
	26,499.37 12.75 19.125	27,294.31 13.13 19.695	28,113.16 13.52 20.280	28,956.54 13.94 20.910	29,825.24 14.34 21.510	30,719.98 14.76 22.140	31,641.62 15.25 22.875	32,590.85 15.69 23.535	33,568.57 16.18 24.270	34,575.63 16.64 24.960	35,612.89 17.14 25.710	36,681.29 17.67 26.505	37,781.74 18.17 27.255
	27,395.44 13.18 19.770	28,217.33 13.55 20.325	29,063.83 13.97 20.955	29,935.78 14.38 21.570	30,833.81 14.80 22.200	31,758.86 15.29 22.935	32,711.60 15.74 23.610	33,692.97 16.23 24.345	34,703.76 16.69 25.035	35,744.84 17.19 25.785	36,817.21 17.71 26.565	37,921.73 18.22 27.330	39,059.35 18.79 28.185
GRADE 10A Ex (6HA) H O	28,354.30 13.62 20.430	29,204.93 14.08 21.120	30,081.06 14.48 21.720	30,983.51 14.91 22.365	31,913.01 15.37 23.055	32,870.40 15.81 23.715	33,856.50 16.30 24.450	34,872.23 16.76 25.140	35,918.37 17.27 25.905	36,995.92 17.78 26.670	38,105.82 18.34 27.510	39,248.97 18.88 28.320	40,426.44 19.45 29.175
	29,313.13 14.12 21.180	30,192.51 14.52 21.780	31,098.31 14.96 22.440	32,031.24 15.41 23.115	32,992.20 15.85 23.775	33,981.96 16.35 24.525	35,001.43 16.84 25.260	36,051.45 17.35 26.025	37,132.98 17.84 26.760	38,246.97 18.41 27.615	39,394.41 18.94 28.410	40,576.26 19.52 29.280	41,793.51 20.11 30.165
	30,339.07 14.60 21.900	31,249.28 15.03 22.545	32,186.73 15.49 23.235	33,152.34 15.93 23.895	34,146.93 16.45 24.675	35,171.31 16.92 25.380	36,226.47 17.46 26.190	37,313.25 17.97 26.955	38,432.63 18.52 27.780	39,585.65 19.06 28.590	40,773.19 19.64 29.460	41,996.40 20.23 30.345	43,256.28 20.83 31.245
GRADE 12 Ex (6J0) H O	31,365.06 15.08 22.620	32,305.97 15.53 23.295	33,275.16 15.99 23.985	34,273.42 16.49 24.735	35,301.66 16.96 25.440	36,360.68 17.50 26.250	37,451.51 18.01 27.015	38,575.02 18.57 27.855	39,732.32 19.11 28.665	40,924.30 19.69 29.535	42,151.99 20.27 30.405	43,416.57 20.87 31.305	44,719.06 21.52 32.280
	32,462.82 15.61 23.415	33,436.75 16.08 24.120	34,439.84 16.56 24.840	35,473.00 17.06 25.590	36,537.17 17.58 26.370	37,633.31 18.09 27.135	38,762.30 18.65 27.975	39,925.17 19.22 28.830	41,122.91 19.79 29.685	42,356.63 20.38 30.570	43,627.35 21.00 31.500	44,936.14 21.62 32.430	46,284.24 22.27 33.405
	33,560.59 16.17 24.255	34,567.44 16.63 24.945	35,604.47 17.12 25.680	36,672.57 17.66 26.490	37,772.74 18.16 27.240	38,905.94 18.72 28.080	40,073.11 19.29 28.935	41,275.30 19.87 29.805	42,513.55 20.44 30.660	43,788.98 21.07 31.605	45,102.69 21.70 32.550	46,455.71 22.36 33.540	47,849.43 23.01 34.515
GRADE 13A Ex (6KA) H O	34,735.23 16.69 25.035	35,777.28 17.20 25.800	36,850.62 17.73 26.595	37,956.12 18.25 27.375	39,094.80 18.81 28.215	40,267.65 19.37 29.055	41,475.67 19.95 29.925	42,719.96 20.55 30.825	44,001.55 21.17 31.755	45,321.59 21.81 32.715	46,681.23 22.46 33.690	48,081.71 23.11 34.665	49,524.11 23.83 35.745

CITY OF MANCHESTER, NEW HAMPSHIRE AIRPORT UNION PAY SCHEDULE - (FY2018) - 2%

GRADE	2018													
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 14 Ex (6LO) H O	35,909.87 17.25 25.875	36,987.16 17.78 26.670	38,096.77 18.34 27.510	39,239.66 18.87 28.305	40,416.85 19.42 29.130	41,629.35 20.00 30.000	42,878.24 20.63 30.945	44,164.60 21.23 31.845	45,489.53 21.88 32.820	46,854.22 22.53 33.795	48,259.80 23.23 34.845	49,707.63 23.92 35.880	51,198.87 24.64 36.960	
	GRADE 14A Ex (6LA) H O	37,166.70 17.84 26.760	38,281.69 18.42 27.630	39,430.14 18.95 28.425	40,613.03 19.53 29.295	41,831.44 20.12 30.180	43,086.35 20.73 31.095	44,378.99 21.35 32.025	45,710.36 21.97 32.955	47,081.66 22.64 33.960	48,494.12 23.33 34.995	49,948.93 24.02 36.030	51,447.39 24.75 37.125	52,990.79 25.47 38.205
		GRADE 15 Ex (6MO) H O	38,423.53 18.48 27.720	39,576.26 19.01 28.515	40,763.55 19.59 29.385	41,986.45 20.21 30.315	43,246.03 20.81 31.215	44,543.43 21.44 32.160	45,879.72 22.07 33.105	47,256.13 22.73 34.095	48,673.80 23.42 35.130	50,134.01 24.11 36.165	51,638.02 24.84 37.260	53,187.17 25.57 38.355
GRADE 15A Ex (6MA) H O			39,768.36 19.14 28.710	40,961.42 19.70 29.550	42,190.24 20.30 30.450	43,455.97 20.91 31.365	44,759.64 21.56 32.340	46,102.43 22.21 33.315	47,485.51 22.86 34.290	48,910.08 23.54 35.310	50,377.38 24.23 36.345	51,888.70 24.96 37.440	53,445.36 25.72 38.580	55,048.72 26.48 39.720
	GRADE 16 Ex (6NO) H O		41,113.20 19.78 29.670	42,346.58 20.37 30.555	43,616.97 21.00 31.500	44,925.46 21.62 32.430	46,273.26 22.27 33.405	47,661.44 22.93 34.395	49,091.28 23.61 35.415	50,564.04 24.31 36.465	52,080.95 25.06 37.590	53,643.39 25.83 38.745	55,252.69 26.59 39.885	56,910.26 27.39 41.085
		GRADE 16A Ex (6NA) H O	42,552.16 20.44 30.660	43,828.72 21.07 31.605	45,143.57 21.70 32.550	46,497.91 22.36 33.540	47,892.81 23.03 34.545	49,329.60 23.75 35.625	50,809.50 24.48 36.720	52,333.77 25.18 37.770	53,903.81 25.95 38.925	55,520.90 26.70 40.050	57,186.53 27.53 41.295	58,902.10 28.37 42.555
GRADE 17 Ex (6OO) H O			43,991.12 21.15 31.725	45,310.86 21.80 32.700	46,670.17 22.45 33.675	48,070.27 23.10 34.650	49,512.38 23.82 35.730	50,997.77 24.55 36.825	52,527.67 25.28 37.920	54,103.54 26.02 39.030	55,726.61 26.82 40.230	57,398.41 27.62 41.430	59,120.35 28.43 42.645	60,893.98 29.27 43.905
	GRADE 17A Ex (6OA) H O		45,530.82 21.89 32.835	46,896.71 22.54 33.810	48,303.63 23.24 34.860	49,752.73 23.93 35.895	51,245.30 24.65 36.975	52,782.66 25.38 38.070	54,366.15 26.13 39.195	55,997.13 26.94 40.410	57,677.05 27.72 41.580	59,407.38 28.55 42.825	61,189.58 29.45 44.175	63,025.26 30.30 45.450
		GRADE 18 Ex (6PO) H O	47,070.48 22.63 33.945	48,482.59 23.32 34.980	49,937.07 24.00 36.000	51,435.19 24.72 37.080	52,978.25 25.46 38.190	54,567.60 26.22 39.330	56,204.63 27.04 40.560	57,890.76 27.84 41.760	59,627.49 28.69 43.035	61,416.30 29.57 44.355	63,258.78 30.46 45.690	65,156.56 31.37 47.055
GRADE 18A Ex (6PA) H O			48,717.96 23.43 35.145	50,179.47 24.12 36.180	51,684.88 24.85 37.275	53,235.44 25.59 38.385	54,832.47 26.37 39.555	56,477.46 27.16 40.740	58,171.76 27.98 41.970	59,916.95 28.83 43.245	61,714.46 29.68 44.520	63,565.87 30.56 45.840	65,472.86 31.48 47.220	67,437.03 32.40 48.600
	GRADE 19 Ex (6QO) H O		50,365.43 24.21 36.315	51,876.39 24.94 37.410	53,432.67 25.70 38.550	55,035.65 26.46 39.690	56,686.72 27.24 40.860	58,387.35 28.09 42.135	60,138.96 28.94 43.410	61,943.12 29.78 44.670	63,801.42 30.70 46.050	65,715.43 31.60 47.400	67,686.91 32.58 48.870	69,717.53 33.54 50.310
		GRADE 19A Ex (6QA) H O	52,128.20 25.08 37.620	53,692.06 25.86 38.790	55,302.81 26.61 39.915	56,961.90 27.41 41.115	58,670.77 28.23 42.345	60,430.90 29.06 43.590	62,243.79 29.93 44.895	64,111.15 30.84 46.260	66,034.46 31.78 47.670	68,015.49 32.73 49.095	70,055.95 33.69 50.535	72,157.64 34.71 52.065
GRADE 20 Ex (6RO) H O			53,890.99 25.92 38.880	55,507.70 26.67 40.005	57,172.93 27.49 41.235	58,888.16 28.35 42.525	60,654.80 29.19 43.785	62,474.44 30.07 45.105	64,348.68 30.96 46.440	66,279.14 31.91 47.865	68,267.50 32.84 49.260	70,315.52 33.84 50.760	72,425.00 34.84 52.260	74,597.73 35.87 53.805

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GRADE	2018 STEP 1	2018 STEP 2	2018 STEP 3	2018 STEP 4	2018 STEP 5	2018 STEP 6	2018 STEP 7	2018 STEP 8	2018 STEP 9	2018 STEP 10	2018 STEP 11	2018 STEP 12	2018 STEP 13
GRADE 20A Ex (6RA) H O	55,777.18 26.85 40.275	57,450.49 27.65 41.475	59,174.03 28.46 42.690	60,949.25 29.30 43.950	62,777.72 30.18 45.270	64,661.05 31.10 46.650	66,600.85 32.04 48.060	68,598.89 33.01 49.515	70,656.87 34.01 51.015	72,776.55 35.01 52.515	74,959.87 36.06 54.090	77,208.67 37.14 55.710	79,524.90 38.25 57.375
GRADE 21 Ex (6S0) H O	57,663.35 27.71 41.565	59,393.24 28.55 42.825	61,175.07 29.44 44.160	63,010.33 30.29 45.435	64,900.61 31.20 46.800	66,847.66 32.17 48.255	68,853.07 33.13 49.695	70,918.65 34.11 51.165	73,046.22 35.15 52.725	75,237.61 36.18 54.270	77,494.76 37.25 55.875	79,819.58 38.38 57.570	82,214.19 39.55 59.325
GRADE 21A Ex (6SA) H O	59,681.58 28.71 43.065	61,472.03 29.59 44.385	63,316.20 30.48 45.720	65,215.68 31.39 47.085	67,172.14 32.31 48.465	69,187.31 33.30 49.950	71,262.91 34.30 51.450	73,400.83 35.32 52.980	75,602.85 36.39 54.585	77,870.94 37.49 56.235	80,207.06 38.60 57.900	82,613.29 39.76 59.640	85,091.64 40.95 61.425
GRADE 22 Ex (6T0) H O	61,699.80 29.67 44.505	63,550.77 30.55 45.825	65,457.29 31.47 47.205	67,421.05 32.39 48.585	69,443.67 33.41 50.115	71,527.00 34.39 51.585	73,672.78 35.40 53.100	75,882.96 36.50 54.750	78,159.45 37.58 56.370	80,504.24 38.74 58.110	82,919.37 39.88 59.820	85,406.96 41.08 61.620	87,969.15 42.32 63.480
GRADE 22A Ex (6TA) H O	63,859.29 30.72 46.080	65,775.08 31.62 47.430	67,748.34 32.60 48.900	69,780.76 33.56 50.340	71,874.20 34.57 51.855	74,030.43 35.64 53.460	76,251.35 36.66 54.990	78,538.86 37.78 56.670	80,895.05 38.89 58.335	83,321.89 40.08 60.120	85,821.57 41.26 61.890	88,396.21 42.49 63.735	91,048.09 43.80 65.700
GRADE 23 Ex (6U0) H O	66,018.78 31.71 47.565	67,999.34 32.71 49.065	70,039.35 33.67 50.505	72,140.49 34.69 52.035	74,304.75 35.74 53.610	76,533.84 36.81 55.215	78,829.87 37.91 56.865	81,194.79 39.04 58.560	83,630.62 40.22 60.330	86,139.55 41.41 62.115	88,723.73 42.66 63.990	91,385.44 43.93 65.895	94,127.00 45.28 67.920
GRADE 23A Ex (6UA) H O	68,329.43 32.84 49.260	70,379.34 33.84 50.760	72,490.71 34.84 52.260	74,665.43 35.88 53.820	76,905.39 37.00 55.500	79,212.57 38.10 57.150	81,588.92 39.24 58.860	84,036.59 40.41 60.615	86,557.70 41.63 62.445	89,154.43 42.86 64.290	91,829.06 44.15 66.225	94,583.92 45.48 68.220	97,421.43 46.85 70.275
GRADE 24 Ex (6V0) H O	70,640.09 33.97 50.955	72,759.29 34.98 52.470	74,942.10 36.04 54.060	77,190.37 37.11 55.665	79,506.05 38.23 57.345	81,891.25 39.37 59.055	84,347.95 40.56 60.840	86,878.42 41.79 62.685	89,484.78 43.03 64.545	92,169.33 44.31 66.465	94,934.38 45.63 68.445	97,782.41 47.04 70.560	100,715.89 48.44 72.660
GRADE 24A Ex (6VA) H O	73,112.52 35.16 52.740	75,305.90 36.20 54.300	77,565.06 37.27 55.905	79,892.01 38.40 57.600	82,288.79 39.57 59.355	84,757.43 40.76 61.140	87,300.16 41.96 62.940	89,919.14 43.23 64.845	92,616.73 44.53 66.795	95,395.22 45.88 68.820	98,257.07 47.25 70.875	101,204.81 48.65 72.975	104,240.94 50.11 75.165
GRADE 25 Ex (6W0) H O	75,584.92 36.34 54.510	77,852.45 37.43 56.145	80,188.02 38.54 57.810	82,593.66 39.72 59.580	85,071.49 40.90 61.350	87,623.66 42.13 63.195	90,252.33 43.41 65.115	92,959.89 44.71 67.065	95,748.74 46.04 69.060	98,621.16 47.42 71.130	101,579.80 48.84 73.260	104,627.20 50.30 75.450	107,766.02 51.81 77.715
GRADE 25A Ex (6WA) H O	78,230.39 37.62 56.430	80,577.31 38.76 58.140	82,994.58 39.91 59.865	85,484.47 41.11 61.665	88,049.00 42.34 63.510	90,690.43 43.62 65.430	93,411.17 44.93 67.395	96,213.50 46.27 69.405	99,099.93 47.66 71.490	102,072.92 49.09 73.635	105,135.11 50.57 75.855	108,289.16 52.09 78.135	111,537.83 53.63 80.445
GRADE 26 Ex (6X0) H O	80,875.85 38.89 58.335	83,302.14 40.08 60.120	85,801.20 41.26 61.890	88,375.22 42.49 63.735	91,026.46 43.79 65.685	93,757.30 45.08 67.620	96,570.00 46.44 69.660	99,467.11 47.82 71.730	102,451.11 49.27 73.905	105,524.65 50.75 76.125	108,690.37 52.25 78.375	111,951.10 53.83 80.745	115,309.60 55.45 83.175
GRADE 26A Ex (6XA) H O	83,706.52 40.25 60.375	86,217.71 41.46 62.190	88,804.25 42.71 64.065	91,468.38 43.99 65.985	94,212.41 45.32 67.980	97,091.32 46.64 69.960	99,949.94 48.07 72.105	102,948.46 49.52 74.280	106,036.89 51.00 76.500	109,218.00 52.53 78.795	112,494.55 54.09 81.135	115,869.36 55.73 83.595	119,345.48 57.41 86.115

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GRADE	2018 STEP 1	2018 STEP 2	2018 STEP 3	2018 STEP 4	2018 STEP 5	2018 STEP 6	2018 STEP 7	2018 STEP 8	2018 STEP 9	2018 STEP 10	2018 STEP 11	2018 STEP 12	2018 STEP 13
GRADE 27 Ex (6Y0) H O	86,537.16 41.62 62.430	89,133.27 42.85 64.275	91,807.28 44.14 66.210	94,561.49 45.47 68.205	97,398.33 46.84 70.260	100,320.28 48.25 72.375	103,329.90 49.66 74.490	106,429.81 51.17 76.755	109,622.67 52.70 79.050	112,911.35 54.30 81.450	116,298.72 55.92 83.880	119,787.66 57.60 86.400	123,381.32 59.33 88.995
GRADE 27A Ex (6YA) H O	89,565.96 43.07 64.605	92,252.93 44.34 66.510	95,020.54 45.67 68.505	97,871.14 47.07 70.605	100,807.27 48.48 72.720	103,831.50 49.93 74.895	106,946.42 51.41 77.115	110,154.83 52.97 79.455	113,459.49 54.56 81.840	116,863.26 56.17 84.255	120,369.15 57.87 86.805	123,980.24 59.61 89.415	127,699.63 61.40 92.100
GRADE 28 Ex (6Z0) H O	92,594.75 44.51 66.765	95,372.61 45.86 68.790	98,233.76 47.23 70.845	101,180.83 48.64 72.960	104,216.24 50.10 75.150	107,342.73 51.60 77.400	110,562.98 53.16 79.740	113,879.88 54.75 82.125	117,296.27 56.41 84.615	120,815.16 58.11 87.165	124,439.62 59.86 89.790	128,172.81 61.66 92.490	132,018.01 63.50 95.250
GRADE 28A Ex (6ZA) H O	95,835.58 46.07 69.105	98,710.63 47.48 71.220	101,671.95 48.89 73.335	104,722.15 50.35 75.525	107,863.80 51.86 77.790	111,099.72 53.43 80.145	114,432.69 55.02 82.530	117,865.68 56.67 85.005	121,401.65 58.36 87.540	125,043.70 60.11 90.165	128,794.98 61.92 92.880	132,658.88 63.77 95.655	136,638.64 65.70 98.550
GRADE 29 Ex (600) H O	99,076.38 47.65 71.475	102,048.68 49.08 73.620	105,110.16 50.55 75.825	108,263.46 52.08 78.120	111,511.36 53.62 80.430	114,856.69 55.24 82.860	118,302.41 56.91 85.365	121,851.45 58.61 87.915	125,507.01 60.38 90.570	129,272.23 62.18 93.270	133,150.40 64.06 96.090	137,144.90 65.94 98.910	141,259.26 67.94 101.910
GRADE 29A Ex (60A) H O	102,544.06 49.30 73.950	105,620.38 50.79 76.185	108,789.01 52.31 78.465	112,052.69 53.88 80.820	115,414.25 55.51 83.265	118,876.69 57.16 85.740	122,443.00 58.89 88.335	126,116.27 60.66 90.990	129,899.75 62.48 93.720	133,796.78 64.33 96.495	137,810.65 66.28 99.420	141,944.99 68.26 102.390	146,203.33 70.31 105.465
GRADE 30 Ex (610) H O	106,011.71 50.94 76.410	109,192.10 52.49 78.735	112,467.85 54.05 81.075	115,841.91 55.71 83.565	119,317.13 57.38 86.070	122,896.66 59.09 88.635	126,583.56 60.84 91.260	130,381.07 62.71 94.065	134,292.50 64.57 96.855	138,321.29 66.53 99.795	142,470.91 68.52 102.780	146,745.04 70.55 105.825	151,147.38 72.70 109.050
GRADE 30A Ex (61A) H O	109,722.13 52.75 79.125	113,013.83 54.36 81.540	116,404.23 55.99 83.985	119,896.37 57.66 86.490	123,493.27 59.42 89.130	127,198.05 61.18 91.770	131,013.98 63.02 94.530	134,944.42 64.91 97.365	138,992.75 66.84 100.260	143,162.53 68.86 103.290	147,457.40 70.92 106.380	151,881.12 73.04 109.560	156,437.55 75.25 112.875
GRADE 31 Ex (620) H O	113,432.57 54.55 81.825	116,835.56 56.16 84.240	120,340.62 57.85 86.775	123,950.84 59.59 89.385	127,669.36 61.37 92.055	131,499.45 63.21 94.815	135,444.42 65.11 97.665	139,507.75 67.07 100.605	143,693.00 69.07 103.605	148,003.77 71.17 106.755	152,443.88 73.32 109.980	157,017.07 75.51 113.265	161,727.72 77.75 116.625
GRADE 31A Ex (62A) H O	117,402.71 56.45 84.675	120,924.78 58.14 87.210	124,552.52 59.89 89.835	128,289.10 61.70 92.550	132,137.77 63.54 95.310	136,101.90 65.45 98.175	140,184.94 67.41 101.115	144,390.52 69.41 104.115	148,722.22 71.51 107.265	153,183.92 73.64 110.460	157,779.40 75.88 113.820	162,512.81 78.14 117.210	167,388.20 80.50 120.750
GRADE 32 Ex (630) H O	121,372.86 58.34 87.510	125,014.03 60.09 90.135	128,764.44 61.91 92.865	132,627.39 63.76 95.640	136,606.20 65.69 98.535	140,704.40 67.66 101.490	144,925.51 69.69 104.535	149,273.28 71.78 107.670	153,751.49 73.93 110.895	158,364.05 76.13 114.195	163,114.93 78.43 117.645	168,008.39 80.79 121.185	173,048.65 83.20 124.800
GRADE 32A Ex (63A) H O	125,620.87 60.40 90.600	129,389.53 62.22 93.330	133,271.22 64.11 96.165	137,269.35 66.00 99.000	141,387.44 67.98 101.970	145,629.05 70.03 105.045	149,997.94 72.14 108.210	154,497.86 74.28 111.420	159,132.78 76.52 114.780	163,906.77 78.82 118.230	168,823.96 81.18 121.770	173,888.68 83.61 125.415	179,105.36 86.13 129.195
GRADE 33 Ex (640) H O	129,868.93 62.43 93.645	133,765.02 64.30 96.450	137,777.97 66.26 99.390	141,911.28 68.24 102.360	146,168.64 70.29 105.435	150,553.68 72.39 108.585	155,070.30 74.57 111.855	159,722.39 76.81 115.215	164,514.08 79.10 118.650	169,449.49 81.47 122.205	174,533.03 83.93 125.895	179,768.96 86.46 129.690	185,162.08 89.04 133.560

CITY OF MANCHESTER, NEW HAMPSHIRE AIRPORT UNION PAY SCHEDULE - (FY2018) - 2%

GRADE		2018												
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 33A (64A)	Ex	134,414.35	138,446.79	142,600.20	146,878.20	151,284.55	155,823.07	160,497.74	165,312.68	170,272.08	175,380.27	180,641.65	186,060.91	191,642.74
	H	64.61	66.58	68.56	70.62	72.75	74.92	77.16	79.47	81.87	84.31	86.85	89.48	92.15
	O	96.915	99.870	102.840	105.930	109.125	112.380	115.740	119.205	122.805	126.465	130.275	134.220	138.225
GRADE 34 (650)	Ex	138,959.74	143,128.58	147,422.43	151,845.09	156,400.44	161,092.48	165,925.23	170,902.99	176,030.07	181,310.98	186,750.32	192,352.79	198,123.41
	H	66.80	68.81	70.89	72.99	75.20	77.45	79.78	82.17	84.64	87.18	89.78	92.50	95.28
	O	100.200	103.215	106.335	109.485	112.800	116.175	119.670	123.255	126.960	130.770	134.670	138.750	142.920
GRADE 34A (65A)	Ex	143,823.35	148,138.07	152,582.20	157,159.69	161,874.45	166,730.69	171,732.61	176,884.58	182,191.13	187,656.86	193,286.57	199,085.15	205,057.77
	H	69.16	71.21	73.38	75.56	77.83	80.16	82.57	85.05	87.59	90.22	92.91	95.74	98.59
	O	103.740	106.815	110.070	113.340	116.745	120.240	123.855	127.575	131.385	135.330	139.365	143.610	147.885
GRADE 35 (660)	Ex	148,686.93	153,147.54	157,741.99	162,474.25	167,348.47	172,368.93	177,539.99	182,866.19	188,352.17	194,002.75	199,822.86	205,817.47	211,992.06
	H	71.49	73.63	75.86	78.12	80.48	82.89	85.36	87.93	90.56	93.30	96.08	98.96	101.95
	O	107.235	110.445	113.790	117.180	120.720	124.335	128.040	131.895	135.840	139.950	144.120	148.440	152.925
GRADE 35A (66A)	Ex	153,890.99	158,507.75	163,262.94	168,160.84	173,205.67	178,401.84	183,753.89	189,266.50	194,944.50	200,792.83	206,816.67	213,021.09	219,411.77
	H	73.99	76.21	78.49	80.85	83.26	85.77	88.35	91.00	93.74	96.54	99.45	102.41	105.48
	O	110.985	114.315	117.735	121.275	124.890	128.655	132.525	136.500	140.610	144.810	149.175	153.615	158.220
GRADE 36 (670)	Ex	159,095.03	163,867.90	168,783.94	173,847.42	179,062.88	184,434.77	189,967.81	195,666.82	201,536.84	207,582.93	213,810.45	220,224.73	226,831.52
	H	76.50	78.77	81.15	83.58	86.10	88.68	91.35	94.07	96.92	99.83	102.83	105.91	109.07
	O	114.750	118.155	121.725	125.370	129.150	133.020	137.025	141.105	145.380	149.745	154.245	158.865	163.605
GRADE 36A (67A)	Ex	164,663.34	169,603.28	174,691.36	179,932.09	185,330.08	190,889.96	196,616.66	202,515.15	208,590.60	214,848.32	221,293.80	227,932.60	234,770.60
	H	79.18	81.55	84.01	86.53	89.13	91.78	94.55	97.37	100.27	103.28	106.37	109.57	112.86
	O	118.770	122.325	126.015	129.795	133.695	137.670	141.825	146.055	150.405	154.920	159.555	164.355	169.290

GRADE	2018			2018			2018			2018			2018		
	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 14 Ex (6L0) H O	52,734.83	54,316.88	55,958.59	57,624.78	59,353.51	61,134.12	62,968.13								
	25.37	26.13	26.94	27.72	28.55	29.42	30.28								
	38.055	39.195	40.410	41.580	42.825	44.130	45.420								
GRADE 14A Ex (6LA) H O	54,580.57	56,217.97	57,917.16	59,641.64	61,430.87	63,273.83	65,172.03								
	26.23	27.05	27.86	28.70	29.58	30.47	31.38								
	39.345	40.575	41.790	43.050	44.370	45.705	47.070								
GRADE 15 Ex (6M0) H O	56,426.27	58,119.03	59,875.67	61,658.49	63,508.26	65,413.51	67,375.91								
	27.14	27.97	28.82	29.67	30.55	31.47	32.39								
	40.710	41.955	43.230	44.505	45.825	47.205	48.585								
GRADE 15A Ex (6MA) H O	58,401.18	60,153.20	61,971.34	63,816.53	65,731.04	67,702.96	69,734.07								
	28.10	28.95	29.79	30.71	31.61	32.58	33.54								
	42.150	43.425	44.685	46.065	47.415	48.870	50.310								
GRADE 16 Ex (6N0) H O	60,376.07	62,187.38	64,053.00	65,974.58	67,953.84	69,992.46	72,092.22								
	29.03	29.90	30.81	31.72	32.69	33.65	34.67								
	43.545	44.850	46.215	47.580	49.035	50.475	52.005								
GRADE 16A Ex (6NA) H O	62,489.24	64,363.93	66,309.31	68,283.71	70,332.19	72,442.19	74,615.44								
	30.09	30.99	31.93	32.86	33.87	34.88	35.91								
	45.135	46.485	47.895	49.290	50.805	52.320	53.865								
GRADE 17 Ex (6O0) H O	64,602.42	66,540.49	68,551.66	70,592.80	72,710.59	74,891.91	77,138.67								
	31.07	32.00	32.98	33.97	34.98	36.03	37.10								
	46.605	48.000	49.470	50.955	52.470	54.045	55.650								
GRADE 17A Ex (6OA) H O	66,863.51	68,869.41	70,950.98	73,063.56	75,255.47	77,513.12	79,838.51								
	32.18	33.14	34.12	35.16	36.20	37.27	38.39								
	48.270	49.710	51.180	52.740	54.300	55.905	57.585								
GRADE 18 Ex (6P0) H O	69,124.58	71,198.31	73,350.28	75,534.34	77,800.36	80,134.35	82,538.36								
	33.27	34.28	35.30	36.37	37.46	38.58	39.74								
	49.905	51.420	52.950	54.555	56.190	57.870	59.610								
GRADE 18A Ex (6PA) H O	71,543.96	73,690.28	75,917.55	78,177.99	80,523.36	82,939.04	85,427.19								
	34.40	35.41	36.51	37.59	38.74	39.88	41.08								
	51.600	53.115	54.765	56.385	58.110	59.820	61.620								
GRADE 19 Ex (6Q0) H O	73,963.30	76,182.23	78,484.85	80,821.74	83,246.34	85,743.75	88,316.06								
	35.60	36.64	37.75	38.88	40.07	41.25	42.48								
	53.400	54.960	56.625	58.320	60.105	61.875	63.720								
GRADE 19A Ex (6QA) H O	76,552.02	78,848.58	81,231.80	83,650.46	86,159.99	88,744.78	91,407.15								
	36.84	37.93	39.07	40.24	41.44	42.70	43.98								
	55.260	56.895	58.605	60.360	62.160	64.050	65.970								
GRADE 20 Ex (6R0) H O	79,140.76	81,514.96	83,960.42	86,479.23	89,073.62	91,745.82	94,498.21								
	38.09	39.23	40.39	41.62	42.85	44.14	45.47								
	57.135	58.845	60.585	62.430	64.275	66.210	68.205								

GRADE	2018			2018			2018			2018			2018		
	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7								
GRADE 20A Ex (6RA) H O	81,910.66	84,367.98	86,918.00	89,505.99	92,191.19	94,956.92	97,805.63								
	39.39	40.60	41.82	43.06	44.33	45.66	47.05								
	59.085	60.900	62.730	64.590	66.495	68.490	70.575								
GRADE 21 Ex (6S0) H O	84,680.59	87,221.01	89,857.27	92,532.78	95,308.75	98,168.00	101,113.05								
	40.74	41.94	43.21	44.51	45.86	47.23	48.63								
	61.110	62.910	64.815	66.765	68.790	70.845	72.945								
GRADE 21A Ex (6SA) H O	87,644.42	90,273.73	93,002.25	95,771.43	98,644.58	101,603.90	104,652.01								
	42.19	43.44	44.74	46.07	47.46	48.88	50.34								
	63.285	65.160	67.110	69.105	71.190	73.320	75.510								
GRADE 22 Ex (6T0) H O	90,608.21	93,326.50	96,147.30	99,010.06	101,980.37	105,039.77	108,190.96								
	43.57	44.91	46.25	47.64	49.05	50.52	52.05								
	65.355	67.365	69.375	71.460	73.575	75.780	78.075								
GRADE 22A Ex (6TA) H O	93,779.54	96,592.92	99,512.44	102,475.41	105,549.68	108,716.18	111,977.63								
	45.09	46.45	47.83	49.28	50.76	52.28	53.84								
	67.635	69.675	71.745	73.920	76.140	78.420	80.760								
GRADE 23 Ex (6U0) H O	96,950.81	99,859.33	102,877.59	105,940.76	109,119.01	112,392.57	115,764.34								
	46.60	48.02	49.47	50.92	52.47	54.02	55.69								
	69.900	72.030	74.205	76.380	78.705	81.030	83.535								
GRADE 23A Ex (6UA) H O	100,344.09	103,354.43	106,478.32	109,648.71	112,938.13	116,326.28	119,816.10								
	48.26	49.69	51.19	52.72	54.33	55.94	57.62								
	72.390	74.535	76.785	79.080	81.495	83.910	86.430								
GRADE 24 Ex (6V0) H O	103,737.37	106,849.49	110,079.03	113,356.64	116,757.32	120,260.06	123,867.84								
	49.89	51.38	52.94	54.52	56.13	57.81	59.56								
	74.835	77.070	79.410	81.780	84.195	86.715	89.340								
GRADE 24A Ex (6VA) H O	107,368.18	110,589.24	113,931.80	117,324.10	120,843.84	124,469.15	128,203.25								
	51.62	53.17	54.76	56.43	58.12	59.87	61.67								
	77.430	79.755	82.140	84.645	87.180	89.805	92.505								
GRADE 25 Ex (6W0) H O	110,998.98	114,328.94	117,784.55	121,291.61	124,930.34	128,678.25	132,538.60								
	53.38	54.97	56.62	58.31	60.06	61.87	63.73								
	80.070	82.455	84.930	87.465	90.090	92.805	95.595								
GRADE 25A Ex (6WA) H O	114,883.95	118,330.47	121,907.01	125,536.79	129,302.90	133,182.01	137,177.44								
	55.25	56.92	58.62	60.39	62.19	64.08	65.95								
	82.875	85.380	87.930	90.585	93.285	96.120	98.925								
GRADE 26 Ex (6X0) H O	118,768.91	122,331.97	126,029.46	129,781.98	133,675.45	137,685.70	141,816.28								
	57.09	58.82	60.59	62.40	64.27	66.22	68.19								
	85.635	88.230	90.885	93.600	96.405	99.330	102.285								
GRADE 26A Ex (6XA) H O	122,925.83	126,613.59	130,440.50	134,324.39	138,354.11	142,504.71	146,779.88								
	59.11	60.87	62.73	64.60	66.56	68.54	70.58								
	88.665	91.305	94.095	96.900	99.840	102.810	105.870								

[illegible]